

**LAKE COUNTY
BOARD OF COUNTY COMMISSIONERS
Office of Employee Services**

315 West Main Street, Rm. 430
Tavares, FL 32778

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GENERAL INFORMATION
(To be retained by applicant)

RE: Application for Veterans' Employment Preference

A. VETERANS' PREFERENCE INFORMATION

Lake County Board of County Commissioners, in accordance with Chapter 295 of the Florida Statutes provides preference in appointment and retention to those Veterans who are residents of the State of Florida and were discharged or released under honorable conditions only; or, the spouses of Veterans, in the following order:

1. A veteran with a service-connected disability who is eligible for or receiving compensation, disability retirement, or pension under public laws administered by the U.S. Department of Veterans' Affairs and the Department of Defense.
2. The spouse of a veteran who cannot qualify for employment because of a total and permanent service-connected disability, or the spouse of a veteran missing in action, captured, or forcibly detained by a foreign power.
3. A veteran of any war who has served on active duty for one day or more during a wartime period, excluding active duty for training, and who was discharged under honorable conditions from the Armed Forces of the United States of America.
4. The unmarried widow or widower of a veteran who died of a service-connected disability.
5. Receipt of any Armed Forces Expeditionary Medal (AFEM) or Global War on Terrorism Expeditionary Medal (GWTEM) is qualifying for veterans' preference.

B. WARTIME SERVICE DATES, CAMPAIGNS AND EXPEDITIONS

A "wartime veteran" is defined by Florida Statute as any veteran who service at least one day during a wartime period. Wartime periods are outlined as follows:

1. World War II: December 7, 1941 to December 31, 1946.
2. Korean Conflict: June 27, 1950, to January 31, 1955.
3. Vietnam Era: February 28, 1961, to May 7, 1975.
4. Persian Gulf War: August 2, 1990, to January 2, 1992.
5. Operation Enduring Freedom: October 7, 2001 to present.
6. Operation Iraqi Freedom: March 19, 2003 to present.

U.S. Combat Campaigns and Expeditions

A veteran's DD form 214 showing the award of any Armed Forces Expeditionary Medal (AFEM) or Global War on Terrorism Expeditionary Medal (GWTEM) is acceptable proof. The DD form 214 does not have to show the name of the theater or country of service for which that medal was awarded.

Campaign or Expedition & Inclusive Dates

- Berlin - August 14, 1961 to June 1, 1963
- Bosnia (Operations Joint Endeavor, Joint Guard, and Joint Forge) - November 20, 1995 to December 20, 1996; December 20, 1996 to present; June 21, 1998 to present
- Cambodia - March 29, 1973 to August 15, 1973
- Cambodia Evacuation (Operation Eagle Pull) - April 11 – 13, 1975
- Congo - July 14, 1960 to September 1, 1962; and November 23, 1964 to November 27, 1964
- Cuba - October 24, 1962 to June 1, 1963
- Dominican Republic - April 28, 1965 to September 21, 1966
- El Salvador - January 1, 1981 to February 1, 1992
- Grenada (Operation Urgent Fury) - October 23, 1983 to November 21, 1983

- Haiti (Operation Uphold Democracy) - September 16, 1994 to March 31, 1995
- Iraq (Operation Northern Watch) - January 1, 1997 to present
- Korea - October 1, 1966 to June 30, 1974
- Laos - April 19, 1961 to October 7, 1962
- Lebanon - July 1, 1958 to November 1, 1958; and June 1, 1983 to December 1, 1987
- Mayaguez Operation May 15, 1975
- Operations in the Libyan Area (Operation Eldorado Canyon) - April 12 – 17, 1986
- Panama (Operation Just Cause) - December 20, 1989 to January 31, 1990
- Persian Gulf Operation (Operation Earnest Will) - July 24, 1987 to August 1, 1990
- Persian Gulf Operation (Operation Southern Watch) - December 1, 1995 to present
- Persian Gulf Operation (Operation Vigilant Sentinel) - December 1, 1995 to February 1, 1997
- Persian Gulf Operation (Operation Desert Thunder) - November 11, 1998 to Dec. 22, 1998
- Persian Gulf Operation (Operation Desert Fox) - December 16, 1998 to December 22, 1998
- Persian Gulf Intercept Operation - December 1, 1995 to present
- Quernoy and Matsu Islands - August 23, 1958 to June 1, 1963
- Somalia (Operations Restore Hope and United Shield) - December 5, 1992 to March 31, 1995
- Taiwan Straits - August 23, 1958 to January 1, 1959
- Thailand - May 16, 1962 to August 10, 1962
- Vietnam Evacuation (Operation Frequent Wind) - April 29 – 30, 1975
- Vietnam (including Thailand) - July 1, 1958 to July 3, 1965

Navy/Marine Corps Expeditionary Medal for these Operations

- Cuba - January 3, 1961 to October 23, 1962
- Indian Ocean/Iran - November 21, 1979 to October 20, 1981
- Iranian/Yemen/Indian Ocean - December 8, 1978 to June 6, 1979
- Lebanon - August 20, 1982 to May 31, 1983
- Liberia (Operation Sharp Edge) - August 5, 1990 to February 21, 1991
- Libyan Area - January 20, 1986 to June 27, 1986
- Panama - April 1, 1980 to December 19, 1986; & February 1, 1990 to June 13, 1990
- Persian Gulf - February 1, 1987 to July 23, 1987
- Rwanda (Operation Distant Runner) - April 7 – 18, 1994
- Thailand - May 16, 1962 to August 10, 1962

Other Campaign and Service Medals Qualifying for Preference

- Afghanistan Campaign Medal (Operation Enduring Freedom) - October 24, 2001 to Date to be Determined
- Army Occupation of Austria - May 9, 1945 to July 27, 1955
- Army Occupation of Berlin - May 9, 1945 to October 2, 1990
- Army Occupation of Germany (Exclusive of Berlin) - May 9, 1945 to May 5, 1955
- Army Occupation of Japan - September 3, 1945 to April 27, 1952
- Chinese Service Medal (extended) - September 2, 1945 to April 1, 1957
- Iraq Campaign Medal (Operation Enduring Freedom) – March 19, 2003 to Date to be Determined
- Korean Service - June 27, 1950 to July 27, 1954
- Kosovo Campaign Medal (KCM) Operation Allied Force - March 24, 1999 to June 10, 1999
- Kosovo Campaign Medal (KCM) Operation Joint Guardian - June 11, 1999 to Date to be Determined
- Kosovo Campaign Medal (KCM) Operation Allied Harbor - April 4, 1999 to September 1, 1999
- Kosovo Campaign Medal (KCM) Operation Sustained Hope/Shining Hope - April 4, 1999 to July 10, 1999
- Kosovo Campaign Medal (KCM) Operation Noble Anvil - March 24, 1999 to July 20, 1999
- Kosovo Campaign Medal (KCM) Task Force Hawk - April 5, 1999 to June 24, 1999
- Kosovo Campaign Medal (KCM) Task Force Saber - March 31, 1999 to July 8, 1999
- Kosovo Campaign Medal (KCM) Task Force Falcon - June 11, 1999 to Date to be Determined
- Kosovo Campaign Medal (KCM) Task Force Hunter - April 1, 1999 to November 1, 1999
- Navy Occupation of Austria - May 8, 1945 to October 25, 1955
- Navy Occupation of Trieste - May 8, 1945 to October 25, 1954
- Southwest Asia Service Medal (SWASM) (Operations Desert Shield & Desert Storm) – Aug. 2, 1990 to Nov. 30, 1995
- Units of the Sixth Fleet (Navy) - May 9, 1945 to October 25, 1955
- Vietnam Service Medal (VSM) - July 4, 1965 to March 28, 1973

Non-Combat Operations that are Not Qualifying for Veterans' Preference

Many medals are awarded for non-combat operations. These medals are not a basis for preference and include the following:

- The Medal of Merit for meritorious service in World War II.
- The Medal of Freedom for meritorious achievements or meritorious service to the United States on or after December 7, 1941, in the war against an enemy outside the continental limits of the United States.
- The Antarctica Service Medal for participating in a scientific, direct support, or exploratory operation on the Antarctic

Continent.

- The National Defense Service Medal for honorable service between June 27, 1950, and July 27, 1954; or January 1, 1961, and August 14, 1974; or for the period between August 2, 1990, and November 30, 1995.
- The Armed Forces Service Medal for participation in a United States military operation deemed to be a significant activity for which there was no threat of encounter of foreign armed opposition or imminent threat of hostile action.
- The Global War on Terrorism Service Medal recognizes those who served in support of Operation Noble Eagle. A service medal is NOT qualifying for veterans' preference.
- The Armed Forces Reserve Medal for 10 years of honorable service in a Reserve component; or active duty service in a Reserve component on or after August 1, 1990; or volunteer service for active duty on or after August 1, 1990.

C. APPLICANT DOCUMENTATION

1. Veterans, disabled Veterans and spouses of disabled veterans must furnish a DD Form 214 or military discharge papers or equivalent certification from the Veterans' Administration, listing military status, dates of service and type of discharge.
2. Disabled Veterans must furnish a document certifying that the veteran has a compensable service-connected disability.
3. Spouses of veterans who cannot qualify for employment must furnish certification that the Veteran is totally and permanently disabled or an identification card issued by the division of Veterans' Affairs; spouses must also provide evidence of marriage to the Veteran and a statement that the spouse is still married to the Veteran at the time of application for employment.
4. Spouses of persons missing in action, captured or detained in line of duty by a foreign power must furnish documentation from the Department of Defense or Veterans' Affairs certifying that the person is missing in action, captured or detained in line of duty by a foreign power; spouses must also furnish evidence of marriage and a statement that the spouse is married to the person on active duty at the time of application for employment.
5. Unmarried widow or widower of a deceased Veteran must furnish documentation from the Department of Defense or Veterans' Affairs certifying the service-connected death of the Veteran, evidence of marriage and a statement that the spouse is not remarried.

NOTE: It is the applicant's responsibility to provide Employee Services with appropriate documentation (e.g., DD214 or equivalent) and proof of Florida residency (e.g., Florida Driver's License, FL ID card, voters ID card, Library card, or Intent to Domicile from the Clerk of the Court) prior to the closing of the position vacancy for Veterans' Employment Preference consideration. If the position is Open Until Filled, please submit documentation within three (3) business days from application date. Documents can be submitted in person at 315 W. Main Street, Rm. 430, Tavares, FL, via mail to P.O. Box 7800, Tavares, FL 32778, or via fax to 352.343.9883. (All copies must be legible.)

D. RIGHT TO AN INVESTIGATION

Should the vacant position for which you are applying and for which you claimed Veterans' Preference be filled by a non-preference applicant and/or you feel that proper consideration of the Veterans' Employment Preference law has not been provided to you, you have the right to initiate an investigation by the Florida Department of Veterans' Affairs. You may do so by filing a complaint with the Florida Department of Veterans' Affairs (FDVA), Mary Grizzle Building, Suite 311-K, 11351 Ulmerton Road, Largo, FL 33778-1630, within 21 calendar days from the date you receive notice that you were not selected for the position. If a notice of a hiring decision is not given, a complaint may be filed within three (3) months of the date application was filed with the employer. For more information please visit

<http://www.floridavets.org/benefits/veteranspref.htm>.

E. NON-NUMERICALLY BASED SELECTION PROCESS

Lake County does not use a numerically based selection process therefore preference is given to protected individuals provided such persons possess the minimum qualifications necessary to the discharge of the duties involved. The rule defines "minimum qualifications" to mean a "specification" of the kinds of experience, training, education and/or licensure or certification that provides "appropriate job-related evidence that an applicant possesses the minimum required knowledge, skills, and abilities necessary to the discharge of the duties involved."